



RESILIENCE.

MAPPING YOUR RESILIENCE ACROSS THE 5 SCARF FACTORS



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SCARF | 5 Factors Defined.

STATUS

Our relative importance to others, influencing how we perceive our value, competence, and social standing.

CERTAINTY

The brain's need for clarity and predictability to reduce ambiguity and minimise threat responses.

AUTONOMY

The sense of control over one's environment and choices, directly impacting motivation and stress levels.

RELATEDNESS

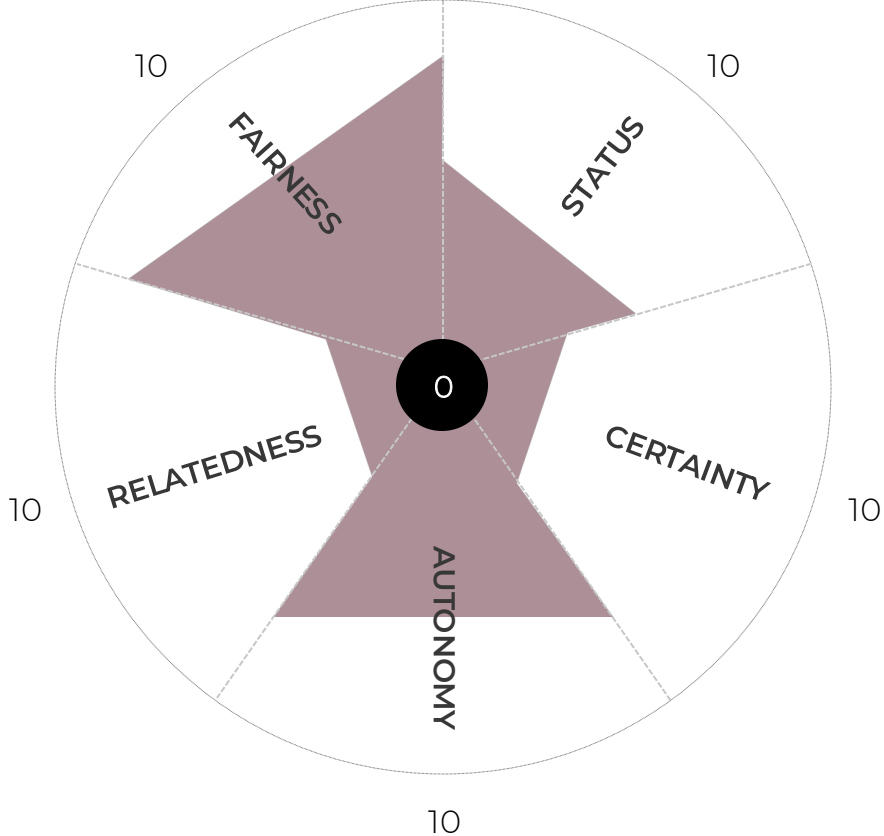
The drive to feel safe, connected, and part of a trusted group, fostering belonging and collaboration.

FAIRNESS

The expectation of equitable treatment and transparency, critical for trust, engagement, and social cohesion.

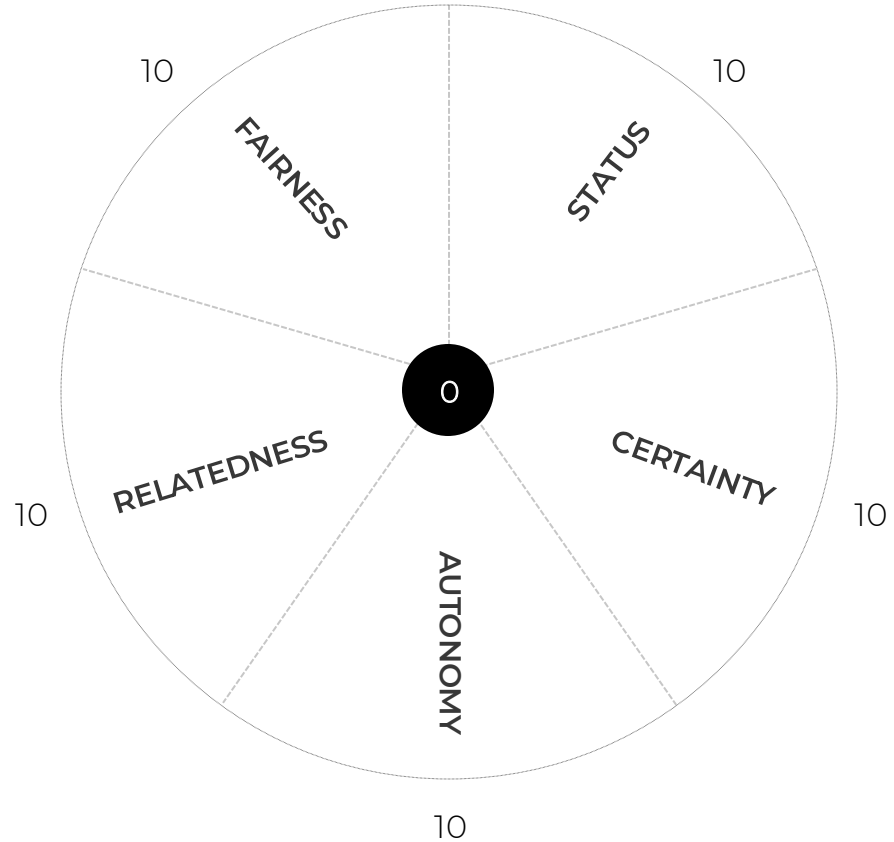
SCARF | Sample Coaching Wheel.

Map your scores where 0 is considered low in a factor and where 10 is considered high in a factor.



SCARF | Your Coaching Wheel.

Map your scores where 0 is considered low in a factor and where 10 is considered high in a factor.



SCARF - Coaching Questions.

01. STATUS

- In what ways do you still add value, even if your role has shifted?
- Where can you take the lead or share your expertise in this new context?
- How might you redefine success for yourself during this period of change?
- Who can you seek feedback from to gain a clearer picture of your impact?
- How can you acknowledge your own achievements, rather than waiting for external validation?

My Notes

SCARF - Coaching Questions.

02. CERTAINTY

- What aspects of the situation you are facing are within your control right now?
- What small steps can you take today that bring clarity or structure?
- How have you successfully navigated uncertainty in the past? How might this help you?
- What's one assumption you could challenge that's adding to your uncertainty?
- What short-term goals could help you create stability, even amidst change?

My Notes

SCARF - Coaching Questions.

03. AUTONOMY

- Where do you still have choices, even if they're small?
- What's one decision you can make today to regain a sense of control?
- How could you reframe this situation to see it as an opportunity for growth or learning?
- If you could shape just one part of this process, what would it be?
- What would acting from a place of empowerment—rather than reaction—look like here?

My Notes

SCARF - Coaching Questions.

04. RELATEDNESS

- Who in your network could you reach out to for support or perspective?
- How can you create moments of connection, even in a virtual or disrupted environment?
- What shared challenges might others be facing that you can empathise with?
- Where could you collaborate more, rather than going it alone?
- What simple action today could strengthen your sense of belonging?

My Notes

SCARF - Coaching Questions.

05. FAIRNESS

- What evidence do you have that this situation is unfair, and what might be interpretation?
- How might others involved see this situation differently?
- What part of this is within your control, and how can you influence it positively?
- If you were advising a friend in this situation, what perspective would you offer them?
- What feedback or clarity could you seek to better understand the decision-making process?

My Notes



WE ARE HERE TO SUPPORT YOU.

If you or your team would benefit from exploring this topic in further detail, please get in touch here info@omtglobal.com



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